

Policy Development Committee Agenda

3/10/2020

7:00 A.M. ~ Gilford High School
Administrative Conference Room

Policies to Review

AC – Non-Discrimination

AC-E – Annual Notice of Contact Information for Human Rights Officer,
Title IX Coordinator, 504 Coordinator and Civil Right Agencies

GBA – Equal Opportunity Employment

GADA – Employment References and Verification (Prohibiting Aiding and
Abetting of Sexual Abuse)

IHAMA – Teaching About Alcohol, Drugs and Tobacco

IKFG – Career Readiness Pathways & Credentials

IHCD – Advanced Course Work/Advanced Placement Courses and STEM
Dual and Concurrent Enrollment Program

NON-DISCRIMINATION

It is the policy of the School Board that there will be no discrimination on the basis of age, gender, race, creed, color, religion, marital status, sexual orientation, national ethnic origin, economic status or disability for employment in, participation in, admission/access to, or operation and administration of any educational program or activity in the Gilford School District.

The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The Superintendent or his/her designee will receive all inquiries, complaints, and other communications relative to this policy and the applicable laws and regulations concerned with non-discrimination.

This policy of non-discrimination is applicable to all persons employed or served by the District. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of The Rehabilitation Act of 1973, Title II of The American with Disabilities Act, Title VI or VII of The Civil Rights Act of 1964, Title IX of The Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

Legal References:

RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right
RSA 354-A:7, Unlawful Discriminatory Practices
The Age Discrimination in Employment Act of 1967
Title II of The Americans with Disabilities Act of 1990
Title VII of The Civil Rights Act of 1964 (15 or more employees)
RSA 186:11, XXXIII, Discrimination
RSA 275:71, Prohibited Conduct by Employer
Ed 306

(Adopted: 10/14/1975)

(Revised: 9/12/1994, 3/4/2002, 4/4/2005, 6/6/2005, 1/7/2019)

NHSBA suggests replacing current GSD policy with this sample policy to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

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New Hampshire School Boards Association

Sample Policy AC

NON-DISCRIMINATION, EQUAL OPPORTUNITY EMPLOYMENT and DISTRICT ANTI-DISCRIMINATION PLAN

Category: *Priority/Required by Law*

[†† see adoption note (c)]

ADOPTION NOTES –

This text box, and all highlights within the policy should be removed prior to adoption.

- (a) *The November 2019 revision is intended to meet the basic policy requirements of SB263, (2019 N.H. Laws 282) while more extensive revisions to related NHSBA sample discrimination policies and procedures undergo review and revision. See NHSBA Revision Note, below.*
- (b) *Additionally, this revision incorporates the provisions (revised) of previous NHSBA sample GBA, which has been withdrawn as of December 2019.*
- (c) **††***Many districts have adopted policies other than NHSBA’s policies relative to discrimination, harassment, etc., and used different policy codes than NHSBA. Districts should take extra care to cross-reference according to their own policies and policy codes.*
- (d) *General – As with all sample policies, NHSBA recommends that each district carefully review this sample prior to adoption to assure suitability with the district’s own specific circumstances, internal coding system, current policies, and organizational structures. Highlighted language or blank, underscored spaces indicate areas which Boards must change/complete to reflect local personnel titles, policy references, duty assignments etc.*
- (e) *Withdrawn and earlier versions of revised policies should be maintained as permanent records of the District. Some districts maintain a “Repealed/Revised” section within their manuals.*
- (f) *{**} indicates a reference to another NHSBA sample policy. A district should check its own current policies and codes to assure internal consistency.*

A. Prohibition Against Discrimination of Students in Educational Programs and Activities.

Under New Hampshire law and Board policy, no person shall be excluded from, denied the benefits of, or subjected to discrimination in the District’s public schools because of their age, sex, gender identity, sexual orientation, race, color, marital status, familial status, disability, religion or national origin. Discrimination, including harassment, against any student in the District’s education programs, on the basis of any of the above classes, or a student’s creed, is prohibited. Finally, there shall be no denial to any person of the benefits of educational programs or activities, on the basis of any of the above classes, or economic status.

NHSBA suggests replacing current GSD policy with this sample policy to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

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Harassment of students other than on the basis of any of the classes or categories listed above is prohibited under Board policy JICK {**} Pupil Safety and Violence Prevention.

B. Equal Opportunity of Employment and Prohibition Against Discrimination in Employment.

The School District is an Equal Opportunity Employer. The District ensures equal employment opportunities without regard to age, color, creed, disability, gender identity, marital status, national origin, pregnancy, race, religion, sex, or sexual orientation. The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job as specified in the pertinent job description(s).

Discrimination against and harassment of school employees because of age, sex, race, creed, religion, color, marital status, familial status, physical or mental disability, genetic information, national origin, ancestry, sexual orientation, or gender identity are prohibited. Additionally, the District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

C. Policy Application.

This Policy is applicable to all persons employed or served by the District. It applies to all sites and activities the District supervises, controls, or where it has jurisdiction under the law, including where it (a) occurs on, or is delivered to, school property or a school-sponsored activity or event on or off school property; or (b) occurs off of school property or outside of a school-sponsored activity or event, if the conduct interferes with a student's educational opportunities or substantially disrupts the orderly operations of the school or school-sponsored activity or event, as set forth in Board policy JICK{**}, Pupil Safety and Violence Prevention. Examples of sites and activities include all District buildings and grounds, school buses and other vehicles, field trips, and athletic competitions.

D. District Anti-Discrimination Plan.

No later than October 15, 2020, the Superintendent shall develop and provide to the Board for approval, a coordinated written District Anti-Discrimination Plan (the "Plan") to include guidelines, protocols and procedures intended to prevent, assess the presence of, intervene in, and respond to incidents of discrimination.

Among other things, the Plan should include provisions, and recommendations with respect to resources, policies, complaint procedures, student education programs, Plan dissemination and training appropriate to carrying out the Plan objectives stated in the preceding paragraph.

In developing the Plan, the Superintendent is encouraged to seek input from appropriate groups of the school and local community and coordinate with the District's Human Rights [Non-Discrimination] Officer and Title IX and 504 Coordinators.

NHSBA suggests replacing current GSD policy with this sample policy to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

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No less than once every two years (off years from review of the District’s Suicide Prevention Plan per Policy JLDDBB{**}), the Superintendent shall update the District Anti-Discrimination Plan, and present the same to the Board for review. Such Plan updates should be submitted to the Board in time for appropriate budget consideration.

E. Human Rights [or Non-Discrimination], Title IX, 504 and other Coordinators or Officers.

The Superintendent shall assure that District and or building personnel are assigned to the positions listed below. Each year, the Superintendent shall prepare and disseminate as an Appendix AC-E {**} to this Policy an updated list of the person or persons acting in those positions, along with their District contact information, including telephone number, email, postal and physical addresses.

Human Rights [or Non-Discrimination] Officer _____ [check district policies for title]

Title IX Coordinator _____ [check district policies (e.g., JBAA, GBAA?) for title]

504 Coordinator _____ [check district policies for title]

The Appendix will also include current contact for relevant state and federal agencies including:

- U.S. Department of Education, Office of Civil Rights
- U.S. Department of Agriculture, Office of Civil Rights
- N.H. Human Rights Commission
- N.H. Department of Justice, Civil Rights Unit
- N.H. Department of Education, Commissioner of Education

F. Complaint and Reporting Procedures.

Any person who believes that he or she has been discriminated against, harassed, or bullied in violation of this policy by any student, employee, or other person under the supervision and control of the school system, or any third person who knows or suspects conduct that may constitute discrimination, harassment, or bullying, should contact the District Human Rights Officer, or otherwise as provided in the policies referenced below under this same heading.

Any employee who has witnessed, or who has reliable information that another person may have been subjected to discrimination, harassment, or bullying in violation of this policy has a duty to report such conduct to his/her immediate supervisor, the District Human Rights Officer, or as provided in one of the policies or administrative procedures referenced below under this same heading. Additionally, employees who observe an incident of harassment or bullying are expected to intervene to stop the conduct in situations in which they have supervisory control over the perpetrator and it is safe to do so. If an employee knows of an incident involving

NHSBA suggests replacing current GSD policy with this sample policy to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

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discrimination, harassment, or bullying and the employee fails to report the conduct or take proper action or knowingly provides false information in regard to the incident, the employee will be subject to disciplinary action up to, and including, dismissal.

Investigations and resolution of any complaints shall be according to the policies listed below and related administrative procedures or regulations. Complaints or reports regarding matters not covered in one or the other of those policies should be made to the District Human Rights Officer.

1. Reports or complaints of sexual harassment or sexual violence by employees or third party contractors should be made under Board policy GBAA{**};
2. Reports or complaints of sexual harassment or sexual violence by students should be made under Board policy JBAA{**};
3. Reports or complaints of discrimination on the basis of disability should be made under Board policy ACE{**}, except for complaints regarding facilities accessibility by disabled non-students or employees, which should be made under Board policy KED{**}; and
4. Reports or complaints of bullying or other harassment of pupils should be made under Board policy JICK{**}.

G. Alternative Complaint Procedures and Legal Remedies.

At any time, whether or not an individual files a complaint or report under this Policy, an individual may file a complaint with the Office for Civil Rights (“OCR”), of the United States Department of Education, or with the New Hampshire Commissioner for Human Rights.

1. Office for Civil Rights, U.S. Department of Education, 5 Post Office Square, 8th Floor, Boston, MA 02109-3921; Telephone number: (617) 289-0111; Fax number: (617) 289-0150; Email: OCR.Boston@ed.gov

Note: Complaints to OCR must be filed in writing no later than 180 days after the alleged act(s) of discrimination. OCR may waive its 180 day time limit based on OCR policies and procedures.

2. New Hampshire Commission for Human Rights, 2 Industrial Park Drive, Concord, NH 03301; Telephone number: (603) 271-2767; Email: humanrights@nh.gov

Notwithstanding any other remedy, any person may contact the police or pursue a criminal prosecution under state or federal criminal law.

H. Retaliation Prohibited.

NHSBA suggests replacing current GSD policy with this sample policy to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

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No reprisals or retaliation of any kind will be taken by the Board or by any District employee against the complainant or other individual on account of his or her filing a complaint or report or participating in an investigation of a complaint or report filed and decided pursuant to this policy, unless that person knew the complaint or report was false or knowingly provided false information.

I. Administrative Procedures and Regulations.

The Superintendent shall develop such other procedures and regulations as are necessary and appropriate to implement this Policy.

J. Notice of Compliance.

The Superintendent will provide notice of compliance with federal and state civil rights laws to all applicants for employment, employees, students, parents, and other interested persons, as appropriate.

District Policy History:

First reading: _____

Second reading/adopted: _____

District revision history:

Legal References:

RSA 186:11, XXXIII, Discrimination
RSA 193:38, Discrimination in Public Schools
RSA 193-F, Student Safety and Violence Protection Act
RSA 275:71, Prohibited Conduct by Employer
RSA 354-A, State Commission for Human Rights
The Age Discrimination in Employment Act of 1967, 29 U.S.C. 621, et seq.
The Rehabilitation Act of 1973, 29 U.S.C. 705 and 794
Title II of The Americans with Disabilities Act of 1990, 42 U.S.C. 12101, et seq.
Title IV of the Civil Rights Act of 1964, 42 U.S.C. §2000c
Title VII of The Civil Rights Act of 1964, 42 U.S.C. 2000d, et seq
Title IX of the Education Amendments of 1972, 20 U.S.C 1681, et seq
NH Dept of Ed. Rule 303.01 (i), School Board Substantive Duties

Legal References Disclaimer: These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.

NHSBA suggests replacing current GSD policy with this sample policy to reflect the passage of SB263 as well as incorporate the provisions of policy GBA.

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When adopting this sample or variation of the same, a district should not include the NHSBA history or NHSBA policy notes appearing below. The district should, to the extent possible, include its own adoption/revision history, as well as the legal references and disclaimer as indicated above.

NHSBA history: Revised - November 2019; September 2018; September 2008; February 2005; February 2004, July 1998

NHSBA Notes, November 2019: Sample policy AC was revised to reflect the 2019 passage of SB263, 2019 N.H. Laws Ch. 282 ,which among other things: (1) identifies education as a civil right protected under RSA 354-A;(2) expanded (or clarified) the list of classes protected against discrimination under state law; (3) created specific right of claimants or the state attorney General’s office to bring discrimination complaints to the NH Human Rights Commission and Superior Court, and (3) requires each district to adopt a policy that sets the framework for developing a coordinated plan to prevent and address incidents of discrimination. The November 2019 revision is intended to meet the minimum requirements of SB263, while more extensive revisions to related NHSBA sample discrimination policies and procedures undergo review and revision. Additionally, incorporates the substantive provisions of former NHSBA sample policy GBA. **September 2018:** Addition of provision prohibiting discrimination in employment practices on the basis of gender identity is required by the passage of HB1319 (2018), which, among other things, amended RSA 354-A:6, and 354-A:7. **NHSBA Note, September 2014:** Addition of provision prohibiting discrimination on the basis of economic status, per RSA 186:11, XXXIII (effective July 2014). Addition of new paragraph prohibiting discrimination in employment matters against victims of domestic violence, harassment, sexual assault, or stalking, per RSA 275:71 (effective July 2014).

w/p-update/2019 Fall/ /AC Non Discrimination Eq Opp 2019 (d3)

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New Hampshire School Boards Association Sample Policy Appendix AC-E
ANNUAL NOTICE OF CONTACT INFORMATION FOR HUMAN RIGHTS OFFICER, TITLE IX COORDINATOR, 504 COORDINATOR AND CIVIL RIGHTS AGENCIES

Related Policy: AC

ADOPTION NOTES –

This text box, and all highlights within the policy should be removed prior to adoption.

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- (b) *General – As with all sample policies or procedural documents, NHSBA recommends that each district carefully review this sample prior to adoption to assure suitability with the district’s own specific circumstances, internal coding system, current policies, and organizational structures. Highlighted language or blank, underscored spaces indicate areas which Boards must change/complete to reflect local personnel titles, policy references, duty assignments etc.*

Pursuant to Board policy AC{}, *Non-Discrimination, Equal Opportunity Employment, and District Anti-Discrimination Plan***, the District administration is directed to update and publish a list of current personnel and contact information for various positions and outside agencies relating to the District’s anti-discrimination policies.

DISTRICT PERSONNEL:

Human Rights [or Non-Discrimination] Officer _____ [check district policies for title]

Name:

Address:

Telephone:

Email Address:

Title IX Coordinator _____ [check district policies (e.g., JBAA, GBAA?) for title]

Name:

Address:

Telephone:

NHSBA Sample policy. We do not have this policy.
3-10-2020 Policy Committee

Email Address:

504 Coordinator _____ [check district policies for title]

Name:

Address:

Telephone:

Email Address:

OUTSIDE AGENCIES:

Office for Civil Rights, U.S. Department of Education; 5 Post Office Square, 8th Floor, Boston, MA 02109-3921; Telephone - 617-289-0111; Email - OCR.Boston@ed.gov

Office of Civil Rights, U.S. Dept of Agriculture; 1400 Independence Avenue, SW, Washington, D.C., 20250-9410; Telephone - 866-632-9992; Email – program.intake@usda.gov

N.H. Commission for Human Rights, 2 Industrial Park Drive, Concord 0330, Telephone - 603-271-2767; Email – humanrights@nh.gov

N.H. Department of Justice, Civil Rights Unit; 33 Capitol Street, Concord, NH 03301; Telephone – 603-271-1181

N.H. Department of Education, Commissioner of Education; 101 Pleasant Street, Concord, NH 03301, Telephone – 603-271-3494; Email - info@doe.nh.gov

District revision history:

When adopting this sample or variation of the same, a district should not include the NHSBA history or NHSBA policy notes appearing below. The district should, to the extent possible, include its own adoption/revision history.

NHSBA history: New policy appendix – November 2019

NHSBA revision notes, November 2019; This appendix was created to help meet statutory requirements that LEA policies include the specific name and contact information for persons serving in certain capacities (e.g., Title IX Coordinator).

EQUAL OPPORTUNITY EMPLOYMENT

The District will recruit and consider candidates without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability. The District will not discriminate against any employee who is a victim of domestic violence, harassment, sexual assault, or stalking.

The District will employ individuals who meet the physical and mental requirements, and who have the education, training, and experience established as necessary for the performance of the job without regard to gender, sexual orientation, race, color, religion, nationality, ethnic origin, age, or disability, except for reasons related to ability to perform the requirements of the job.

Inquires, complaints, and other communications relative to this policy and to the applicable laws and regulations concerned with non-discrimination shall be received by the Superintendent or his/her designee.

This policy of non-discrimination is applicable to all persons employed or served by the District. Any complaints or alleged infractions of the policy, law or applicable regulations will be processed through the grievance procedure. This policy implements PL 94-142, Section 504 of the Rehabilitation Act of 1973, Title II of the American with Disabilities Act, Title VI or VII of the Civil Rights act of 1964, Title IX of the Education Amendments of 1972, and the laws of New Hampshire pertaining to non-discrimination.

Legal References:

RSA 354-A:6, Opportunity for Employment without Discrimination a Civil Right

RSA 354-A:7, Unlawful Discriminatory Practices

The Age Discrimination in Employment Act of 1967

Title II of The Americans with Disabilities Act of 1990

Title VII of The Civil Rights Act of 1964 (15 or more employees)

RSA 186:11, XXXIII, Discrimination

RSA 275:71, Prohibited Conduct by Employer

Appendix: AC-R

(Adopted: 1/7/2019)

EQUAL OPPORTUNITY EMPLOYMENT

Category: WITHDRAWN

Related Policy: AC

ADOPTION NOTES –

This text box, and all highlights within the policy should be removed prior to adoption.

- (a) With the 2019 passage of SB263 pertaining to discrimination in public schools, NHSBA is undertaking an overhaul and consolidation of many related policies. One component of that process will be to recode some existing policies such that the various non-discrimination/harassment policies are more centrally located. Accordingly, the substance of former GBA has been incorporated into revised sample policy AC, the latter of which includes some substantive changes to reflect both recent legislative changes, and the connection with other sample policies.*
- (b) General – As with all sample policies, NHSBA recommends that each district carefully review this sample policy prior to adoption (or repeal in this case) to assure suitability with the district’s own specific circumstances, policy codes, current policies and organizational structures.*
- (c) Withdrawn and earlier versions of revised policies should be maintained separately as permanent records of the District. Some districts maintain a “Repealed/Revised” section within their manuals.*
- (d) {**} indicates a reference to another NHSBA sample policy. A district should check its own current policies and codes to assure internal consistency.*

WITHDRAWN NOVEMBER 2019

Former policy GBA{**} has been withdrawn, with the substance of the former policy incorporated into Board policy AC{**}.

District Policy History:

Date withdrawn:

District revision history:

NHSBA history: WITHDRAWN November 2019 – REPLACED/RECODED WITH ACGA.

NHSBA note, November 2019, Former policy GBA was withdrawn, with the substantive provisions of the former sample incorporated into sample policy AC. See sample policy AC for more complete information regarding the revisions.

w/p-update/2019 Fall /GBA Equal Opportunity (f)

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NHSBA sample policy. This policy is required by law. We do not have a GSD policy.

2-11-2020 Policy Committee

3-10-2020 Policy Committee

GADA - EMPLOYMENT REFERENCES AND VERIFICATION (PROHIBITING AIDING AND ABETTING OF SEXUAL ABUSE)

Category: Priority/Required by Law

The District shall act in good faith when providing employment references and verification of employment for current and former employees.

The School District, and its employees, contractors, and agents, are prohibited from providing a recommendation of employment, and/or from otherwise assisting any school employee, contractor, or agent in obtaining a new position or other employment if he/she or the District has knowledge of, or probable cause to believe that the other employee, contractor, or agent ("alleged perpetrator") engaged in illegal sexual misconduct with a minor or student. This prohibition does not include the routine transmission of administrative and personnel files.

In addition, this prohibition does not apply if:

1. The information giving rise to probable cause has been properly reported to a law enforcement agency with jurisdiction;
2. The information giving rise to probably cause has been reported to any other authorities as required by local, state or federal law (for instance New Hampshire Division of Children, Youth and Families "DCYF"), and
3. At least one of the following conditions applies:
 - a. The matter has been officially closed;
 - b. The District officials have been notified by the prosecutor or police after an investigation that there is insufficient information for them to proceed;
 - c. The school employee, contractor, or agent has been charged with, and acquitted or otherwise exonerated; or
 - d. The case or investigation remains open and there have been no charges filed against or indictment of the school employee, contractor, or agent within four years of the date on which the information was reported to a law enforcement agency.

Current policy/version adoption:

First reading: _____

Second reading/adopted: _____

Previous District revision history:

Legal References:

20 U.S.C. 7926(a) (§8546(a) of the Elementary and Secondary Education Act/Every Student Succeeds Act

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NHSBA sample policy. This policy is required by law. We do not have a GSD policy.

2-11-2020 Policy Committee

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NHSBA history: New policy, September 2018

NHSBA policy note, September 2018: This sample policy fulfills the requirements of §8546(a) Every Student Succeeds Act ("ESSA"), which re-authorized and amended the Elementary and Secondary Education Act ("ESEA"). That section is intended to decrease the risk that persons who have engaged in sexual misconduct while employed at one school are able to obtain employment at another school, without the second school ever learning of the prior misconduct. The law does not prohibit transmission of administrative or personnel files, but school employees, agents, etc. are prohibited from taking any other act which assists the employee in obtaining new employment. The prohibition in the statute and the policy is not limited to future employment with schools.

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*NHSBA Sample Policy. We do not have this policy. This policy is required by law.
3-10-2020 Policy Committee*

New Hampshire School Boards Association

Sample Policy IHAMA

TEACHING ABOUT ALCOHOL, DRUGS AND TOBACCO

Category: Priority/Required by Law

ADOPTION NOTES –

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- (b) General – As with all sample policies, NHSBA recommends that each district carefully review this sample prior to adoption to assure suitability with the district's own specific circumstances, internal coding system, current policies, and organizational structures. Highlighted language or blank, underscored spaces indicate areas which Boards must change/complete to reflect local personnel titles, policy references, duty assignments etc.*
- (c) Withdrawn and earlier versions of revised policies should be maintained separately as permanent records of the District. Some districts maintain a "Repealed/Revised" section within their manuals.*

District personnel shall provide students, parents, and legal guardians with information and resources relative to existing drug and alcohol counseling and treatment for students. The Superintendent shall oversee the development, distribution, and maintenance of a comprehensive list of local, regional, statewide drug and alcohol counseling, and treatment resources which are available to district students. This information may be published in student/parent handbooks, posted on district websites, distributed along with other course material during drug and alcohol education, and shall be available through the principal's office, school nurses' office, athletic program offices, guidance offices and other locations deemed appropriate by the principal in each school.

As part of the health education program for grades [K – 12 _____], the District shall provide aged and developmentally appropriate education based upon the needs of pupils and the community regarding the effects of alcohol and other drugs, abuse thereof, the hazards of using tobacco products, e-cigarettes, liquid nicotine and like suspensions, as well as the state laws and related penalties for prohibiting minors using or possessing such products. The Superintendent shall be responsible to establish and periodically review the District's guidelines for staff members providing ***such health education or education on such topics.*** An evidence-based prevention program, approved by the Superintendent, may be used for this purpose.

*NHSBA Sample Policy. We do not have this policy. This policy is required by law.
3-10-2020 Policy Committee*

District Policy History:

First reading: _____

Second reading/adopted: _____

District revision history:

Legal References:

RSA 126-K:8, Youth Access to and Use of Tobacco Products, Special Provisions

RSA 189:10, Studies

RSA 189:11-d, Drug and Alcohol Education

RSA 193-E:2-a, Substantive Educational Content of an Adequate Education

Ed 306.40, (b)(2) a - Health Education Program.

Legal References Disclaimer: *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

When adopting this sample or variation of the same, a district should not include the NHSBA history or NHSBA policy notes appearing below. The district should, to the extent possible, include its own adoption/revision history, as well as the legal references and disclaimer as indicated above.

NHSBA history: Revised - November 2019; July 2004; and July 1998.

NHSBA note, November 2019, revised in response to 2019 N.H. Laws Ch. 346:104 & 346:109 (HB 4). That provision, rather awkwardly written included a requirement that districts adopt specific policies regarding violations of 126-K:8, I and education on the same. NHSBA notes that state law already required: (a) health education to address tobacco use (189:11-d), prohibited minors from using or possession tobacco products (126-K:6), prohibited smoking indoors in public places (RSA 155:64-77), a policy to that effect (RSA 155:68); and smoking on school property (RSA 126-K-7). Other than the health education component, all of these provisions are addressed in NHSBA sample policy ADB/GBED/JICG. **September 2017**, revised to reflect the 2016 enactment of SB 369, establishing RSA 189:11-d, Drug and Alcohol Education.

w/p-update/2019 Fall/ /IHAMA Teaching About Drugs Alcohol & Tobacco 2019 (d)

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NHSBA Sample policy. We do not have this policy. Policy complies with SB 276.
3-10-2020 Policy Committee

CAREER READINESS PATHWAYS & CREDENTIALS

Category: Recommended {for districts with high schools}

ADOPTION NOTES –

This text box, and all highlights within the policy should be removed prior to adoption.

- (a) *At this time this new policy is more of a placeholder, and is intended to help assure that districts with high schools are aware of the short-term requirements of SB 276, 2019 N.H. Laws Ch. 322 “The Career Readiness Drive to 65 Act”. See NHSBA Policy Notes at end of this sample.*
- (b) *{**} indicates a reference to another NHSBA sample policy. A district should check its own current policies and codes to assure internal consistency.*
- (c) *General – As with all sample policies, NHSBA recommends that each district carefully review this sample prior to adoption to assure suitability with the district’s own specific circumstances, internal coding system, current policies, and organizational structures. Highlighted language or blank, underscored spaces indicate areas which Boards must change/complete to reflect local personnel titles, policy references, duty assignments etc.*

Beginning in September 2020, the District shall assess career interests and advise how to achieve a career readiness credential upon graduation for each incoming freshman. The District shall document school pathways to career readiness credentials, and also record on a student's transcript progress towards the credential.

The District shall report the following annually to the Department of Education in the manner required by the Department: the number of students who complete CTE; the number of dual enrollments, concurrent enrollments, extended learning opportunities, and work based learning enrollments; and the number of career ready credentials awarded.

As used in this policy, the terms “career readiness credential”, “career readiness pathways”, “CTE” and “work-based learning” shall have the same meanings as ascribed to them under RSA 188-E:2. “Dual enrollment” and “concurrent enrollment” shall have the meanings ascribed in RSA 188-E:25.

The Superintendent, in coordination with _____ shall develop procedures and guidelines for establishing the criteria necessary for career pathways and work-based learning opportunities, and for obtaining a career readiness credential. Each/the career readiness credential should be based upon statewide, CTE or nationally normed metrics related to career readiness for a specific field. Additionally, the Superintendent shall designate the personnel responsible for carrying out the provisions of this policy.

*NHSBA Sample policy. We do not have this policy. Policy complies with SB 276.
3-10-2020 Policy Committee*

District Policy History:

First reading: _____

Second reading/adopted: _____

District revision history:

Legal References:

RSA 188-E:2 Career and Technical Education, Definitions

RSA 188-E:5, XI, Career and Technical Education, Program.

Legal References Disclaimer: *These references are not intended to be considered part of this policy, nor should they be taken as a comprehensive statement of the legal basis for the Board to enact this policy, nor as a complete recitation of related legal authority. Instead, they are provided as additional resources for those interested in the subject matter of the policy.*

When adopting this sample or variation of the same, a district should not include the NHSBA history or NHSBA policy notes appearing below. The district should, to the extent possible, include its own adoption/revision history, as well as the legal references and disclaimer as indicated above.

NHSBA history: New policy – November 2019.

NHSBA policy notes, November 2019, At this time this new sample policy is more of a placeholder, and is intended to help assure that districts **with high schools** are aware of the short-term requirements of SB 276, 2019 N.H. Laws Ch. 322 “The Career Readiness Drive to 65 Act”. Among other things, the act requires that beginning in Fall 2020, all high schools must assess career interests for incoming freshmen, advise entering students how to achieve a career readiness credential (“CRC”) upon graduation, and imposes various record keeping measures relative to career readiness pathways (“CRP”) and CRCs. While the act includes definitions for both CRC and CRP, those definitions do not include specific substantive criteria, leaving it, at least for now, to local districts to manage. DOE is working on establishing criteria for a career readiness certificate, and a transcript structure for work-based learning.

w/p-update/2019 Fall//IKFG Career Readiness 2019-11

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ADVANCED COURSE WORK/ADVANCED PLACEMENT COURSES AND STEM DUAL AND CONCURRENT ENROLLMENT PROGRAM

A. Advanced Course Work/Advanced Placement Courses

Any student who is capable of and wishes to do advanced course work or take advanced placement classes while in high school should be permitted to do so. School District administrators and guidance counselors will provide assistance to students who wish to enroll in such courses. If advanced course work or advanced placement courses are not available within the School District, administrators or guidance counselors are instructed to assist students in identifying alternative means of taking such classes. This may include taking courses through the Dual and Concurrent Enrollment Program, at a different public school, or a private school, through distance education courses, or other suitable means.

Any student whose eligibility for taking advanced course work is recommended by his/her counselor may enroll in a course. Credit may be given, provided the course comports with applicable District policies and state standards. The District will not be responsible for any tuition, fees, or other associated costs incurred by the student for enrollment in such courses.

B. STEM Dual and Concurrent Enrollment Program

High School and Career Technical Education Center qualified students in grades 11 and 12 may participate in the Dual and Concurrent Enrollment Program, through which a student may earn both High School and College credits by enrolling in STEM (science technology, engineering, and mathematics) and STEM-related courses designated by the Community College System of New Hampshire ("CCSNH").

The Superintendent shall be responsible for coordinating any agreements with CCSNH, and other measures necessary to implement and maintain the Dual and Concurrent Enrollment Program within the District. The Superintendent shall also designate a point of contact for the program who can provide for student counseling, support services, course scheduling, managing course forms and student registration, program evaluation, course transferability, and assisting with online courses. The Superintendent or his/her designee shall establish regulations for the program which, among other things, will:

1. Require compliance with measurable educational standards and criteria approved by the CCSNH;
2. Require that courses meet the same standard of quality and rigor as courses offered on campus by CCSNH;
3. Require that program and courses comply with the standards for accreditation and program development established by the National Alliance for Concurrent Enrollment Partnerships;

4. Establish criteria for student eligibility to participate in the program;
5. Establish standards for course content;
6. Establish standards for faculty approval;
7. Establish program coordination and communication requirements;
8. Address tuition, fees, textbooks and materials, course grading policy, data collection, maintenance, and security, revenue and expenditure reporting, and a process for renewal of the agreement;
9. Require annual notification to high school students and their parents of Dual and Concurrent Enrollment opportunities.

Legal References:

RSA 188-E:25 through RSA 188-E:28
Ed 306.141(a)(6), Advanced Course Work

(Adopted: 8/29/1983)

(Revised: 6/4/2007, 1/5/2009, 11/7/2011, 5/7/2018)